

MONTE SANT' ANGELO MERCY COLLEGE



'Dynamic and innovative Catholic education for the 21st century'



STRATEGIC
VISION
2012-2020

2015-2020
VISION



GUIDED BY OUR MERCY MISSION

Monte Sant' Angelo is a contemporary, 21st century school, with a foundation from 1875. At our heart is the vision of Catherine McAuley, (1778-1841) the founder of the Sisters of Mercy. Catherine McAuley was a woman both of her times and ahead of her times:

She was a woman of deep faith, prayer, and trust

She was a determined and practical woman

She had a strong conviction regarding the education of women; and believed in excellence in education

She had a compassionate presence, especially for the poor, ill and oppressed

She had a collaborative and flexible way of working that maximised the contribution of each person

The vision of Catherine McAuley inspired Elizabeth McQuoin, the founder of the Sisters of Mercy of North Sydney

The tradition of Mercy calls us:

To be people of compassion

To respect the dignity of every human being

To act for social justice

To give practical witness to the Gospel values of our Mercy and Catholic tradition

To live our faith

To educate young women to the highest standards

To be builders of community



OUR STRATEGIC VISION 2012-2020

By the year 2020 our vision is to be a leader in dynamic and innovative Catholic education. The College's Mercy mission will be enhanced by the pursuit of further educational excellence, inclusivity of our Australian social diversity and an identity of international-mindedness.

THE COLLEGE CHARACTERISTICS IN 2020

Students and staff demonstrate an outlook of mercifulness in their undertaking of global citizenship

Students are formed in their Catholic faith and the Mercy tradition

We are a holistic, innovative and diverse learning community

Learning is shaped by national and international curriculum

The College is readily identified for its international outlook and engagement

Staff exhibit the best of contemporary pedagogical practice against national standards

College leaders are imbued with the Mercy values of the Gospel, and with contributing to the role of women in the Church

College resources are diversified and sustainable



“ It is by being united to Jesus Christ that we will be united with each other. The spirit of union is the greatest blessing Almighty God can bestow on a community... *Catherine McAuley* ”

ACHIEVING OUR STRATEGIC VISION

To achieve our vision, the College Board has identified 6 goals for the coming 5 years:

GOAL 1

OUR CATHOLIC AND MERCY IDENTITY

To strengthen and further
develop the Catholic and Mercy
identity of the College

1

GOAL 2

LEADING 21ST CENTURY LEARNING

To continue to be innovative in teaching
and learning, within a framework of
national and
international curriculum

2

GOAL 3

STUDENT DEVELOPMENT

To develop our students as
independent learners and
responsible global citizens

3

GOAL 4

STAFF ATTAINMENT

To recruit, develop and
retain high quality teachers
and educational leaders

4

GOAL 5

RESOURCES AND FACILITIES

To extend the resources
and facilities of the College,
within sustainable practices

5

GOAL 6

GOVERNANCE AND FUTURITY

To ensure the future of
the College through strong
governance within Catholic
canonical structures

6

GOAL 1

OUR CATHOLIC AND MERCY IDENTITY

1

We will strengthen and further develop the Catholic and Mercy identity of the College

WHY IS THIS IMPORTANT?

Our Mercy charism is at the heart of our past, present and future

We need to ensure the continuation of the Mercy tradition and the articulation of the Mercy ministry of education with an emphasis on being Mercy in new ways

The whole community: students, staff and parents, need to be witnesses to the gospel values of our Catholic and Mercy tradition

STRATEGIC OBJECTIVES	WHAT ACTIONS WILL WE TAKE
1. The formation of the College community in our Catholic and Mercy tradition	Formation of parents and students as part of College enrolment.
2. Strengthen our Mercy tradition; and the presence of values in action	The tradition of Mercy is integrated into the spiritual, pastoral and academic programs of students. The induction and professional learning of all staff includes a focus on our Mercy tradition and 'living' Mercy. The pursuit of justice is a continuing focus in the curriculum and co-curriculum.
3. Students and staff experience meaningful and contemporary spirituality	All staff develop knowledge and understanding of contemporary spirituality for leading the spiritual life of students and staff.
4. The College will extend access to our Mercy education for educationally disadvantaged groups	College enrolment and bursary policies and procedures will be further developed to broaden access to our Mercy education.

GOAL 2

LEADING 21ST CENTURY LEARNING

2

We will continue to be innovative in teaching and learning, within a framework of national and international curriculum

WHY IS THIS IMPORTANT?

We are necessarily part of the developments in national curriculum; and committed to the International Baccalaureate as providing choice and international education

Teaching and learning in the 21st century is increasingly learner-centered

STRATEGIC OBJECTIVES	WHAT ACTIONS WILL WE TAKE
1. To provide a relevant and contemporary curriculum for all students	The College will offer both the Australian curriculum and the International Baccalaureate.
2. To lead innovative and flexible learning architecture	The College Executive will explore and develop options for an innovative learning architecture. This will encompass principles of mobile, personalised and interdisciplinary learning; varying the school day; use of online learning in combination with established classes; flexibility of learning environments; re-thinking the timetable.
3. Innovation in teaching and learning	The use of technology and the integration of new pedagogies will be undertaken to enhance and personalise student learning. Teaching and learning for creativity will be integral to a Monte Education.
4. Development of purposeful, accessible opportunities for international engagement	The curriculum, co-curriculum and service programs will enable a stronger presence of international-mindedness. Students will have a greater range of international immersion programs, specifically linked to justice and service and 'global concern'.

GOAL 3

STUDENT DEVELOPMENT

3

Our students will develop as independent young women who act with self-belief, and responsible global citizens

WHY IS THIS IMPORTANT?

Young people in the 21st century live in a diverse, complex and challenging world

Their world is technology-driven, and increasingly global

Their Mercy education is important in sustaining positive relationships and being responsible citizens, for their immediate and global communities

Mercy women are women of influence and contributors to their world

STRATEGIC OBJECTIVES	WHAT ACTIONS WILL WE TAKE
1. Our students will be young women who have a sense of self-worth and self-belief. Their social and emotional well-being is important	Pastoral services at the College will encourage a sense of belonging and promote active well-being. Specific programs will be implemented to enable students to enjoy a healthy balance in adolescent life at school.
2. Students will be educated as responsible global citizens; as critical thinkers and active contributors to multicultural Australia	Academic and service programs will be undertaken that enable students to see their place in a wider world; and the importance of their contribution to cultural diversity in Australia. The values of respect and responsibility underpin these programs.

GOAL 4

STAFF ATTAINMENT

4

We will recruit, develop and retain high quality teachers and educational leaders

WHY IS THIS IMPORTANT?

Twenty-first century educational research shows that high quality teachers are the main factor in student learning

Teaching, through more rigorous standards of teacher education and accreditation, is a more specialised profession than ever before

Strong and shared school leadership is critical to the performance of teachers and the success of the College

Staff are responsible for leading Catherine McAuley's vision for excellence in education

STRATEGIC OBJECTIVES	WHAT ACTIONS WILL WE TAKE
1. The recruitment, development and retention of high quality teachers	Recruitment and selection processes are designed to identify and select high quality teachers. Professional learning is undertaken by all staff as a core part of their employment. Working conditions – including flexible practices – are conducive to retaining staff. A Centre for Professional Learning will be established at the College.
2. Teaching staff demonstrate 21st century pedagogical practices, including expert skills in the use of contemporary technologies	Professional learning will involve collaborative practices and the incorporation of changing technologies.
3. Teacher accreditation is undertaken by teaching staff; within national teaching standards	Practices of mentoring and coaching, as well as incentives (salary/ conditions) are developed to support quality teaching and teacher accreditation.
4. Leadership development and leadership succession is provided	Current and future leadership is identified and nurtured. Leadership development opportunities, via professional learning, formal professional education, mentoring and coaching are provided.

GOAL 5

RESOURCES AND FACILITIES

5

We will extend the resources and facilities of the College, within sustainable practices

WHY IS THIS IMPORTANT?

We need to ensure that our resources and facilities are able to enable quality education at an optimum level.

A responsible organisation in the 21st century ensures that its resources and facilities management promotes environmental sustainability

STRATEGIC OBJECTIVES	WHAT ACTIONS WILL WE TAKE
1. To undertake capital projects that will enhance the facilities of the College	As a priority, an Arts and Cultural Centre will be constructed to showcase innovative and creative student learning, especially in the Visual Arts, Performing Arts and Design and Technology. Review learning spaces to incorporate flexible learning and multimedia.
2. To extend the College facilities	Capital purchases of property within the North Sydney area will be pursued. There is an ongoing process for identifying and assessing opportunities to expand College resources.
3. Ensure that resources and facilities are developed and managed in accordance with sustainable practices	Capital projects and facilities management are undertaken within a brief of best practice for environmental responsibility.

GOAL 6

GOVERNANCE AND FUTURITY



We will ensure the future of the College through strong governance within Catholic canonical structures

WHY IS THIS IMPORTANT?

The College Board is cognizant of the need to not only resource the school of the present, but to ensure its long term viability.

The future canonical structure of the College is important, as there is a future limit on the juridic authority provided by the Sisters of Mercy of North Sydney

STRATEGIC OBJECTIVES	WHAT ACTIONS WILL WE TAKE
1. To ensure the long term future of the College	<p>The College Board will investigate further opportunities for College development due to the high demand for enrolment.</p> <p>The College Board will work with and support the Mercy Congregation of North Sydney, with respect to any new governance model that helps ensure the long term future of the College.</p>
2. To ensure ongoing effective financial management and planning	<p>Responsible actions regarding fees, monitoring government funding, fundraising and intergenerational responsibility are part of College financial planning.</p>

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